

ABSTRAK

Kinerja karyawan merupakan suatu hal yang penting dalam suatu perusahaan karena akan mempengaruhi suatu hasil pencapaian yang diinginkan oleh perusahaan. Banyak faktor yang mempengaruhi kinerja karyawan seperti lingkungan kerja, motivasi kerja, disiplin kerja, gaya kepemimpinan, budaya organisasi dan kompensasi. Penelitian ini bertujuan untuk menguji pengaruh lingkungan kerja, motivasi kerja dan disiplin kerja terhadap kinerja karyawan PT. Kedaung Group Surabaya. Populasi dalam penelitian ini adalah seluruh karyawan PT. Kedaung Group Surabaya sebanyak 65 orang dan penelitian ini menggunakan metode sampling jenuh atau teknik total sampling. Metode analisis data yang digunakan adalah analisis regresi linear berganda dengan alat bantu aplikasi SPSS (*Statistical And Service Solution*).

Hasil penelitian menunjukkan bahwa variabel lingkungan kerja, motivasi kerja dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan pada PT. Kedaung Group Surabaya.

Kata kunci: *lingkungan kerja, motivasi kerja, disiplin kerja, kinerja karyawan*

ABSTRACT

As employees performance effect companys objectives, it becomes essential element within. While, there are many factors, such as work environment, work motivation, work discipline, leadership style, organization culture and compensation, encourages employeeess performance. Therefore, this research aimed to examine the effect of work environment, work motivation and work discipline on employees performance of PT. Kedaung Group Surabaya. Moreover, the population was all employees of PT. Kedaung Group Surabaya which about 65 people. Furthermore, the data collection technique used saturated sampling or total sampling. This meant, all population was the sample. Additionally, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Social Service).

The research result concluded work environment had significant effect on employees performance of PT. Kedaung Group Surabaya. Likewise, work motivation had significant effect on employees performance of PT. Kedaung Group Surabaya. Similarly, work discipline had significant effect on employees performance of PT. Kedaung Group Surabaya

Keywords: work environment, work motivation, work discipline, work performance